

EDITED KSA LISTING

CLASS: FIRE CAPTAIN, CORRECTIONAL INSTITUTION

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
	Knowledge of:
K1.	Extensive knowledge of modern fire-fighting response vehicles, (e.g., rescue, engines, medical, squads, patrols, command, administrative equipment etc.), used in protecting property against fire or hazards, maintain a safe operation, and mitigate an incident.
K2.	Extensive knowledge of tools and response equipment, (e.g., structural, wildland, medical, extrication, confined space, rope rescue, hazardous materials, Personal Protective Equipment (PPE) etc.), used in protecting property against fire or hazards, maintain a safe operation, and mitigate an incident.
K3.	Advanced knowledge of modern fire-fighting methods of structural, wildland and hazardous materials, etc., used in protecting property against fire or hazards, maintain a safe operation, and mitigate an incident.
K4.	Extensive knowledge of rescue techniques, (e.g., auto extrication, confine space, high/low angle rescue, trench rescue, etc.), to maintain a safe operation and mitigate an incident.
K5.	Comprehensive knowledge of maintenance of power operated equipment (e.g., generators, pumps, saws, smoke blowers, etc.), to provide for the safe operation and mitigate an incident.
K6.	Comprehensive knowledge of Institutional and mutual aid response areas/resources, (e.g., personnel, equipment, water supplies, communications, etc.), in order to protect property against fire or hazards, maintain a safe operation, and mitigate an incident.
K7.	Comprehensive knowledge of Homeland Security, (e.g., Weapons of Mass Destruction, (WMD), Terrorism, etc.), to maintain a safe operation and mitigate an incident.

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K8.	Comprehensive knowledge of response to natural disasters, (e.g., floods, earthquakes, fires, pestilence, etc.), to maintain a safe operation and mitigate an incident.
K9.	Extensive knowledge of medical care, (e.g., Cardio Pulmonary Resuscitation, Automatic External Defibrillator, basic life support, advance life support, etc.) to safety respond and render medical aid.
K10.	Comprehensive knowledge of facility buildings/designs and grounds (e.g., building construction, location/type of fire suppression system, water supply systems, plot plans, utility locations, etc.) to effectively aid in the suppression/rescue operations during an emergency.
K11.	General knowledge of correctional institution policies, procedures, practices, purposes and methods of discipline (e.g., CDC 128A/B or CDC 115) as applied to inmates to ensure the safety of staff and document inappropriate behavior.
K12.	Comprehensive knowledge of Federal, State, local laws and regulations as they relate to modern fire prevention methods/principles and inspection techniques used in protecting life and property against the effects of fire and in the performance of fire prevention activities (e.g. fire system maintenance, hazard reduction, visual inspections and documentation, etc.).
K13.	Technical knowledge of firearms as it applies to the safe operation, handling, and weapon control, while in the performance of their duties.
K14.	General knowledge of principles and methods of conducting fire investigations in order to determine fire cause and origin and to provide a safe work environment.

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K15.	General knowledge of the proper use, handling and storage of hazardous substances to comply with state and federal regulations and to create a safe work environment.
K16.	General knowledge of interviewing techniques to obtain pertinent information from staff, inmates or the general public to gather information/facts regarding incidents and to provide for the safety and security of the institution.

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#	Knowledge, Skill, Ability
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	Skill to:
S1.	Skill to supervise inmates, individually and in groups, in order to provide control, instruction, and direction in the inmate's daily activities in accordance with policy and procedures.
S2.	Skill to understand and comprehend orders and directives (e.g., written and oral) in order to perform daily activities in accordance with established standards and directives.
S3.	Skill to train staff and inmates in fire service activities (e.g., prevention, suppression, medical, rescue, etc.) in order to provide for the safety and security of the institution in accordance with established standards and directives.
S4.	Skill to impartially interpret all rules, codes, standards, laws, regulations, guidelines, etc., in order to provide for the safety and security of the institution in accordance with established standards and directives.
S5.	Skill to enforce all rules, codes, standards, laws, regulations, guidelines, etc., with firmness, tact, and impartiality in order to provide for the safety and security of the institution in accordance with established standards and directives.
S6.	Skill to evaluate the conduct and work product of inmates to ensure the completeness of their work and provide guidance in accordance with established standards and directives.

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S7.	Skill to analyze situations in order to recommend and/or take effective action, prevent reoccurrence, and provide for the safety and security of the institution in accordance with established standards and directives.
S8.	Skill to investigate fires to determine their cause and origin, and provide for the safety and security of the institution in accordance with established standards and directives.
S9.	Skill to use proper lifting techniques (e.g., tools, using bent knees, straight back, and lift with legs, etc.) to prevent injury in accordance with established standards and directives.
S10.	Skill to understand construction plans for compliance with safety principles, to provide safety and security of the institution, and in accordance with established standards and directives.
S11.	Skill to keep records and prepare reports to ensure compliance with rules, codes, standards, laws, regulations, guidelines, etc., and provide for the safety and security of the institution in accordance with established standards and directives.
S12.	Skill to manage emergency incidents (e.g., fires, medical, rescue, mutual aid, hazardous materials, etc.) to prevent loss, escalation of injuries, and/or death, and provide safety and security of the institution in accordance with established standards and directives
S13.	Skill to operate fire department equipment and tools (e.g., apparatus, generators, axes, pike poles, ladders, etc.) for safe operation, maximize efficiency, mitigate incidents, to provide safety and security of the institution and in accordance with established standards and directives.

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S14.	Skill to maintain fire department equipment (e.g., apparatus, tools, generators, etc.) for safe operation, maximize efficiency, mitigate incidents, to provide safety and security of the institution and in accordance with established standards and directives
S15.	Skill to effectively follow the Equal Employment Opportunity Program to maintain a work environment free of violence, harassment, discrimination, etc., in compliance with all directions, rules, codes, standards, laws, regulations, guidelines.
S16.	Skill to mitigate emergency incidents (e.g., fires, medical, rescue, mutual aid, hazardous materials, etc.) for property conservation, escalation of injuries, and/or death, to provide safety and security of the institution and in accordance with established standards and directives.
S17.	Skill to properly use all personal safety equipment (e.g., personal protective equipment (PPE), self contained breathing apparatus, (SCBA) handcuffs, pepper spray, etc.) to ensure safety of staff, inmates, and the public and in accordance with all directions, rules, codes, standards, laws, regulations, guidelines.
S18.	Skill to effectively operate all communication devices (e.g., computers, radios, palm pilots, telephone, etc.) to provide accurate reporting, ordering, training, and gather information, to provide safety and security of the institution and in accordance with established standards and directives.
S19.	Skill to maintain fire protection systems (e.g., sprinkler, alarm, hydrant, standpipe, extinguishing systems, etc.) to prevent loss, provide safety and security of the institution and in accordance with established standards and directives.

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S20.	Skill to test fire protection systems (e.g., sprinkler, alarm, hydrant, standpipe, extinguishing systems, etc.) to prevent loss, provide safety and security of the institution and in accordance with established standards and directives.
S21.	Skill to clearly communicate to exchange and relay information to staff, inmates, the public, and other agencies/resources to ensure understanding of all directions, rules, codes, standards, laws, regulations, guidelines, etc., in order to provide safety and security of the institution.
S22.	Skill to follow directions (e.g., laws, rules, regulations, operational procedures, verbal instructions, etc.) to effectively interpret and apply instructions to accomplish assigned duties and meet the goals and objectives of the department.

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	Ability to:
A1	Ability to maintain cooperative relationships with people, organizations, and agencies to effectively meet the needs of the institution and promote/maintain positive public relations.
A2	Ability to perform heavy physical labor (e.g., fighting fire, lifting/moving equipment, positioning hose lines, forcible entry, etc.) in order to accomplish emergency response.
A3	Ability to have visual acuity sufficient to perceive, recognize, and respond to various situations (e.g., fires, flare ups, hazardous materials, medical emergencies, vehicle accidents, signs, etc.).
A4	Ability to effectively hear to detect and protect oneself and others from potential harm by detecting dangerous situations (e.g., siren warnings, radio/verbal commands, structural noise, cries for help, etc.) while in the performance of fire-fighting duties.
A5	Ability to use both hands and both feet in order to accomplish daily fire-fighting tasks (e.g., driving, climbing, lifting, dragging, walking, etc.).

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	Special Personal Characteristics:
SPC1.	Emotional maturity and stability
SPC2.	Sympathetic and objective understanding of persons under restraint
SPC3.	Satisfactory record as a law-abiding citizen
SPC4.	Tact
SPC5.	Courage
SPC6.	Physical strength, agility, and condition

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Willingness to work alternative shifts (weekends, holidays, evening, and night shifts), overtime, report for duty whenever emergencies arise, and provide 24-hour coverage

Willingness to follow departmental dress codes

Willingness to work with and supervise inmate workers

Willingness to follow all safety and security procedures

Willingness to comply with tuberculosis and hepatitis screening requirements

Willingness to provide emergency medical care to staff, public, and inmates

Willingness to meet annual PC 832 requirements for weapons use

Willingness to maintain a satisfactory record as a citizen

Willingness to maintain physical strength and agility sufficient to perform the duties of the job

Willingness to comply with respiratory protection guidelines

Willingness to travel extensively throughout the state for extensive periods of time, including assignments for up to 21 days

Willingness to attend required and other training and continuing education courses

Willingness to obtain and maintain a firefighting equipment drivers license.

Willingness to accept constructive criticism and respond appropriately

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Willingness to obtain and maintain valid first aid and CPR certification

Willingness to work in a team environment to complete tasks

Willingness to work in hazardous conditions/situations

Willingness to have and maintain sufficient physical health, strength, and agility in order to perform the duties of the job

Willingness to take the annual CAL-OSHA/hazardous duties physical exam for respiratory protection